

DOCUMENT RESUME

ED 100 425

JC 790 054

TITLE Selected Characteristics of Full-Time Professional Staff: Community Colleges, Fall 1974.

INSTITUTION Hawaii Univ., Honolulu. Community Coll. System.

REPORT NO CC-IRP-73

PUB DATE Dec 74

NOTE 26p.

EDRS PRICE MF-\$0.75 HC-\$1.85 PLUS POSTAGE

DESCRIPTORS *College Faculty; *Junior Colleges; *Tables (Data); *Teacher Characteristics; Teacher Employment; *Teacher Salaries; Tenure

IDENTIFIERS *Hawaii

ABSTRACT

This study presents data on full-time faculty appointees at each Hawaiian community college. The material is presented in a series of tables cross-referencing information about each campus, program categories, tenure status, sex, age, education, and salary. Of the 749 appointees, 68 percent are full-time, 2 percent are part-time, and 30 percent are lecturers. Eighty-two percent of the professional staff serve in instruction; 372 in general education, 240 in vocational education. Following previous years' patterns, 63 percent are male. The average age is 40, average salary \$14,413, and 61 percent have a masters degree. Lecturers tend to work in general education areas and earn \$1,569 for a course. As compared to full-time staff, lecturers are younger; more have only a B.A. degree, and more are women. Fifty-seven percent of the full-time professional staff is tenured. It is expected that over 80 percent will be tenured by 1978. (MJK)

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SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1974

Faculty data are receiving greater attention and study over time. Many developments in higher education are related--fewer dollars, collective bargaining, the reexamination of traditional personnel practices--to name a few.

The primary focus of this report is on all FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY OCTOBER 31, 1974. Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report was abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1974. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff is summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Vice President for Community Colleges.

HIGHLIGHTS

Table I. Unduplicated Headcount, by Program Category and by Full- and Part-time Status

1. FSIS computer reports show a total of 749 BOR appointees on the rosters of professional employees of the community colleges this fall.
2. Of these:
 - a. 513, 68 percent, are full-time staff members
 - b. 15, 2 percent, are part-time staff members
 - c. 221, 30 percent, are lecturers. (Note: This is an understated figure since it is an unduplicated count of lecturers. It excludes those lecturers whose "home base" may be another community college, the Manoa campus or another unit of the University system.)
3. Personnel in instruction number 612 and comprise 82 percent of the professional staff: 572 in general education and 210 in vocational education.

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Table II. Sex, Highest Degree Earned, Total and Average Salaries Earned, Full-Time Professional Staff

1. Full-time BOR staff number 513, 42 more than last fall. Of these, 386, 75 percent, are instructors; 46, 9 percent, are in student services. The proportion of staff in academic and institutional support tended to be higher in the smaller institutions.
2. Sex Distribution
 - a. Males: 65 percent, similar to previous years.
 - b. Campuses vary, reflecting to a large extent the program offerings of the institutions. Over 70 percent of the staff are males at Honolulu and Maui Community Colleges. The ratio is almost even at Kapiolani while females comprise slightly over half of the staff at Windward Community College.
 - c. Females are especially outnumbered by males in the non-instructional areas such as institutional and academic support.
3. Highest Degree Earned
 - a. The distribution of professional staff by highest degree earned shows a pattern similar to last year: master's degree, 61 percent; bachelor's degree, 20 percent; less than bachelors, 12 percent; doctoral degrees, 7 percent.
 - b. Instructors with less than bachelor's degrees are found in the vocational programs where expertise in a trade and technical area is considered an acceptable criterion for employment.
 - c. At Windward Community College 19 of the 20 instructors have master's degrees; 1, a doctorate. (Windward's instructional program is largely composed of general education courses.)
 - d. Of the 72 instructors with bachelor's degrees, 25 are teaching general education courses; 47, vocational education courses.
4. Salaries
 - a. Salaries paid full-time staff amounts to \$7,394,016 per annum for the six community colleges. (This figure excludes salaries paid to lecturers, faculty on overload, faculty on sabbatical leaves, and part-time professional staff as well as those hired on a "casual" basis.)
 - b. The average salary of \$14,115 is about \$250 higher than the \$13,861 noted for last fall.
 - c. Average salaries range from \$13,415 (Windward C.C.) to \$15,745 (Kapiolani C.C.).

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Tables III and IV. Tenure Status by Age and by Year of Expected Tenure
(See Tables Ia-f for details by college.)

1. Age

- a. The mean age of the full-time staff this fall is 40.7 years compared to 39.5 years last fall. Mean ages range from 35.8 (Windward CC) to 43.0 (Kapiolani CC).
- b. The great bulk of the staff, 529, 64 percent, is in the 25-44 age group.

2. Tenure Status

- a. Of the 513 full-time staff members, 57 percent are tenured, 26 percent are on the tenure track and 17 percent are not eligible. (The comparable figures last fall were: 48 percent tenured, 35 percent on tenure track, 17 percent not eligible.)
- b. The proportion of staff with tenure varies by campus from 18 percent (Windward) to 65 percent (Leeward). The relatively lower tenure rates for the "older" institutions such as Honolulu Community College can be partly attributed to the employment of proportionately more new instructors in recent years.
- c. An analysis by program category shows the highest tenure rates for staff in student services and in instruction, 61 percent each.
- d. By 1978, all except Honolulu Community College may have over 80 percent of the total professional staff with tenure and over 90 percent of the instructors with tenure.
- e. The mean age of those with tenure is 45.6 years.
- f. Non-instructional staff such as those in institutional and academic support with tenure were granted tenure as instructors, not as deans, etc.

Table V. Comparative Data: Selected Characteristics of Full-time Instructors
(See Tables Ia-f for details by college.)

Analyses of the data for the past few years indicated:

- a. Little change in the distribution of instructors by sex (males, 56 percent; females, 44 percent).
- b. Higher mean age (45.6).

- c. A higher mean salary: mean salary has been increasing at the rate of 200-300 dollars per year.
- d. A notable change in the tenure status of full-time instructors, from 41 percent tenured in fall 1972 to 61 percent in 1974.
- e. Proportionately more with master's degrees compared to fall 1971.

Table VI. Profile of Lecturers

- 1. Of the 221 lecturers, 62, 28 percent are at Leeward CC and 56, 25 percent, are at Kapiolani CC.
- 2. Profile: A 35.3 year old male teaching a course in the general education area. He has a master's degree and is earning \$1,569 for his work for the fall semester. (There were, however, proportionately more lecturers with bachelor's degrees, more women and more teaching in the general education area compared to the full-time instructors. Lecturers were also younger.)

Summary

- 1. Of the 749 BOR appointees, 68 percent are full-time, 2 percent part-time, and 30 percent lecturers.
- 2. Eighty-two percent of the professional staff serve in instruction, of the 612-372 in general education and 240 in vocational education.
- 3. Following previous years' patterns, males predominate, the distribution of highest degree earned--master's and doctorate total 68 percent, average salary slightly higher than the previous year.
- 4. Sixty-four percent of the staff is between 25-44 years of age, mean age of tenured is 43.6 years and 57 percent of the full-time staff is tenured, 61 percent of the full-time instructors are tenured compared to 41 percent in 1972.

TABLE I
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & BY FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1974

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By College, Full- & Part- Time Status	TOTAL	Insti- tutional Support	Academic Support	Student Services	Instruction			Public Service
					Sub-total	General Education	Voc-Tech	
TOTAL	749*	21	40	47	612	372	240	29
Full-time	513	22	39	45	582	319	167	21
Part-time	13	3	1	1	30	5	4	4
Lecturers**	221	0	0	0	30	143	69	4
HONOLULU CC	180	4	8	10	137	69	68	21
Full-time	133	4	8	10	111	41	50	17
Part-time	2	0	0	0	2	0	0	0
Lecturers**	45	0	0	0	45	28	18	2
KAPIOLANI CC	160	5	6	8	141	70	71	
Full-time	121	5	6	8	107	52	50	
Part-time	3	0	0	0	3	0	3	
Lecturers**	36	0	0	0	36	18	18	
KAUAI CC	70	3	7	5	55	34	21	
Full-time	48	3	7	5	37	18	16	
Part-time	1	0	0	0	1	0	0	
Lecturers**	21	0	0	0	21	19	5	
LEeward CC	214	5	9	17	177	128	49	6
Full-time	160	5	9	17	111	88	27	4
Part-time	3	0	0	0	3	0	0	2
Lecturers**	52	0	0	0	52	40	22	0
MAUI CC	79	1	7	5	64	35	29	2
Full-time	53	1	7	5	47	20	23	0
Part-time	2	0	0	0	2	0	1	0
Lecturers**	16	0	0	0	16	7	6	2
WINDWARD CC	46	3	3	2	38	36	2	
Full-time	35	3	3	2	32	19	13	
Part-time	1	0	0	0	1	2	0	
Lecturers**	10	0	0	0	10	7	3	0

*Total excludes 15 instructors on sabbatical leaves and 4 instructors on LWOP (leaves without pay). See Appendix B for details by campus.

**Induplicated count. Numbers understated for each campus and total because they exclude all lecturers whose "home base" may be another campus or unit of the CC system.

Source: FSS Report 25331, October 31, 1974.

APPENDIX

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State	Category	Total		Married		Bachelors		Total		Average Salary
		Male	Female	Male	Female	Male	Female	Male	Female	
Alabama	1. All	36	1	44	193	50	50	\$2,394,016	\$11,115	
	2. Single	36	1	44	193	50	50			
	3. Married	36	1	44	193	50	50			
Alaska	1. All	13	3	9	9	1	1	433,521	33,614	
	2. Single	13	3	9	9	1	1			
	3. Married	13	3	9	9	1	1	433,521	33,614	
Arizona	1. All	28	5	23	23	4	4	653,200	10,614	
	2. Single	28	5	23	23	4	4			
	3. Married	28	5	23	23	4	4	653,200	10,614	
Arkansas	1. All	213	143	25	1	72	52	5,310,553	14,719	
	2. Single	213	143	25	1	72	52			
	3. Married	213	143	25	1	72	52	5,310,553	14,719	
California	1. All	14	7	21	1	10	9	29,146	2,079	
	2. Single	14	7	21	1	10	9			
	3. Married	14	7	21	1	10	9	29,146	2,079	
Colorado	1. All	21	17	11	1	9	1	29,146	14,150	
	2. Single	21	17	11	1	9	1			
	3. Married	21	17	11	1	9	1	29,146	14,150	
Connecticut	1. All	36	7	0	62	32	29	1,831,600	11,115	
	2. Single	36	7	0	62	32	29			
	3. Married	36	7	0	62	32	29	1,831,600	11,115	
Delaware	1. All	13	3	9	2	0	0	71,046	5,462	
	2. Single	13	3	9	2	0	0			
	3. Married	13	3	9	2	0	0	71,046	5,462	
Florida	1. All	13	3	9	40	20	27	1,201,100	14,372	
	2. Single	13	3	9	40	20	27			
	3. Married	13	3	9	40	20	27	1,201,100	14,372	
Georgia	1. All	13	3	9	12	6	6	50,000	3,846	
	2. Single	13	3	9	12	6	6			
	3. Married	13	3	9	12	6	6	50,000	3,846	
Hawaii	1. All	2	1	0	9	0	1	21,046	10,523	
	2. Single	2	1	0	9	0	1			
	3. Married	2	1	0	9	0	1	21,046	10,523	
Idaho	1. All	51	47	3	1	78	18	0	1,593,376	15,381
	2. Single	51	47	3	1	78	18	0		
	3. Married	51	47	3	1	78	18	0	1,593,376	15,381
Iowa	1. All	13	3	9	2	2	0	1,153,516	14,352	
	2. Single	13	3	9	2	2	0			
	3. Married	13	3	9	2	2	0	1,153,516	14,352	
Kansas	1. All	13	3	9	8	0	0	1,153,516	14,352	
	2. Single	13	3	9	8	0	0			
	3. Married	13	3	9	8	0	0	1,153,516	14,352	
Louisiana	1. All	21	13	2	57	16	6	1,274,700	14,219	
	2. Single	21	13	2	57	16	6			
	3. Married	21	13	2	57	16	6	1,274,700	14,219	
Maine	1. All	23	17	3	0	25	12	5	652,776	14,506
	2. Single	23	17	3	0	25	12	5		
	3. Married	23	17	3	0	25	12	5	652,776	14,506
Maryland	1. All	17	3	0	56	12	5	0	0	14,506
	2. Single	17	3	0	56	12	5			
	3. Married	17	3	0	56	12	5	0	0	14,506
Massachusetts	1. All	13	3	0	5	1	0	0	0	14,506
	2. Single	13	3	0	5	1	0			
	3. Married	13	3	0	5	1	0	0	0	14,506
Michigan	1. All	29	12	5	0	14	10	6	42,656	14,219
	2. Single	29	12	5	0	14	10	6		
	3. Married	29	12	5	0	14	10	6	42,656	14,219
Minnesota	1. All	23	11	50	18	0	93	2,080,116	13,938	
	2. Single	23	11	50	18	0	93			
	3. Married	23	11	50	18	0	93	2,080,116	13,938	
Mississippi	1. All	13	3	2	0	0	2	115,000	8,692	
	2. Single	13	3	2	0	0	2			
	3. Married	13	3	2	0	0	2	115,000	8,692	
Missouri	1. All	13	3	0	13	5	5	100,000	7,692	
	2. Single	13	3	0	13	5	5			
	3. Married	13	3	0	13	5	5	100,000	7,692	
Montana	1. All	13	3	0	13	4	11	1,153,516	14,352	
	2. Single	13	3	0	13	4	11			
	3. Married	13	3	0	13	4	11	1,153,516	14,352	
Nebraska	1. All	13	3	0	13	4	11	1,153,516	14,352	
	2. Single	13	3	0	13	4	11			
	3. Married	13	3	0	13	4	11	1,153,516	14,352	
Nevada	1. All	13	3	0	13	4	5	84,128	6,385	
	2. Single	13	3	0	13	4	5			
	3. Married	13	3	0	13	4	5	84,128	6,385	
New Hampshire	1. All	13	3	0	13	3	1	84,128	6,385	
	2. Single	13	3	0	13	3	1			
	3. Married	13	3	0	13	3	1	84,128	6,385	
New Jersey	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
New Mexico	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
New York	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
North Carolina	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
North Dakota	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Ohio	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Oklahoma	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Oregon	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Pennsylvania	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Rhode Island	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
South Carolina	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
South Dakota	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Tennessee	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Texas	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Utah	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Vermont	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Virginia	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Washington	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
West Virginia	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Wisconsin	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	
Wyoming	1. All	13	3	0	13	2	1	84,128	6,385	
	2. Single	13	3	0	13	2	1			
	3. Married	13	3	0	13	2	1	84,128	6,385	

¹⁰ See, for example, the discussion of the "right to be forgotten" in the European Union's General Data Protection Regulation (GDPR), Article 17(1).

TABLE III
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
TULLY-1970 PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1974

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Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL*	Mean Age	AGE DISTRIBUTION						Over 65
			Below 25	25-44	45-59	60-64	65-69	70-74	
TOTAL*	513 (11.7%)	40.7	5	329	84	51	32	8	1
Instruction	295 (5.3)	43.6	0	163	60	38	26	6	0
Instruction Track	135 (2.5)	36.5	3	104	13	13	2	0	0
Not Eligible	95 (1.8)	37.3	2	62	11	3	4	2	1
Instructional Support	21 (0.4%)	40.5	0	13	4	3	1	0	0
Instruction	10	42.0	0	1	3	2	1	0	0
Not Eligible	14	36.0	0	12	1	1	0	0	0
Administrative Support	39 (1.0%)	41.9	0	25	6	4	4	0	0
Tenured*	19 (4.7%)	46.6	0	9	4	3	3	0	0
In Instruction Track	6 (1.4)	39.3	0	6	0	0	0	0	0
Not Eligible	14 (3.3)	34.6	2	10	2	1	1	0	0
Student Services	46 (1.0%)	38.5	1	32	9	3	0	1	0
Tenured	24 (5.2)	42.0	1	17	7	3	0	1	0
In Instruction Track	8 (1.7)	39.5	1	7	0	0	0	0	0
Not Eligible	13 (2.8)	33.0	0	5	0	0	0	0	0
Instruction	386 (100%)	40.8	4	248	59	41	26	7	1
Tenured*	120 (31.3)	43.2	3	136	40	27	23	5	0
In Instruction Track	121 (31.3)	37.1	2	91	13	13	2	0	0
Not Eligible	31 (8.0)	37.3	2	21	2	1	2	2	1
General Education	213 (5.5%)	39.5	1	169	21	15	16	3	0
Tenured	132 (34.7)	41.3	1	97	14	9	6	1	0
In Instruction Track	71 (17.5)	36.5	1	62	6	6	3	0	0
Not Eligible	110 (26.9)	34.1	1	10	1	1	2	2	0
Student Services	107 (2.7%)	34.7	1	79	13	26	16	4	1
Tenured	100 (2.7)	39.7	1	49	30	18	14	0	0
In Instruction Track	47 (1.2)	34.6	1	24	7	7	2	0	0
Not Eligible	100 (2.7)	34.7	1	11	1	1	1	0	1
Administrative Support	21 (0.5%)	41.1	0	11	6	3	1	0	0
Tenured	11 (0.3)	42.0	0	5	1	1	0	0	0
In Instruction Track	15 (0.4)	36.7	0	12	4	0	1	0	0

* Tenure status is calculated by tenure and tenure track. Faculty with at probationary or instructor status were included in the tenure track.

** Instructional support refers to the instructional support and academic support categories with tenure and tenure track faculty. These faculty were teaching. The tenure status does not apply to the positions they held.

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TABLE V
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
COMMUNITY COLLEGES
FALL 1971 - FALL 1974

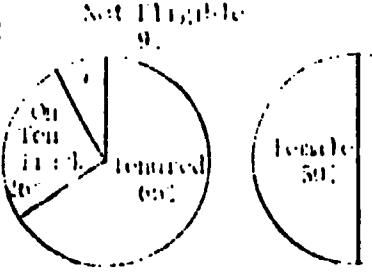
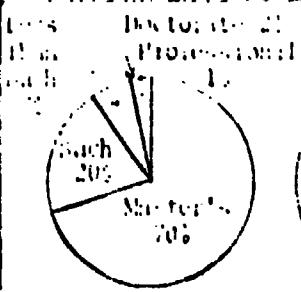
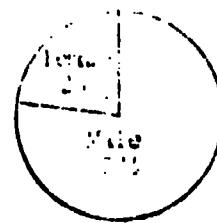
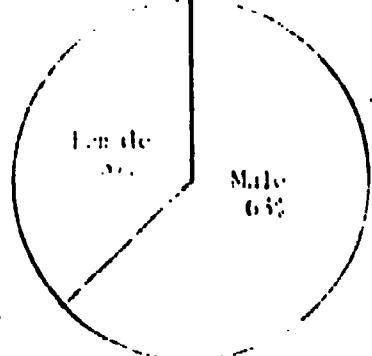
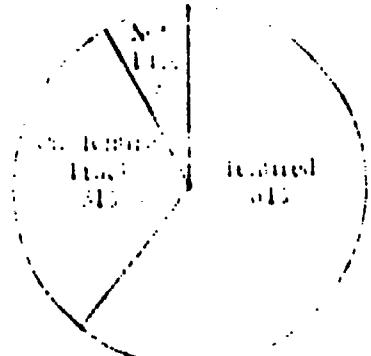
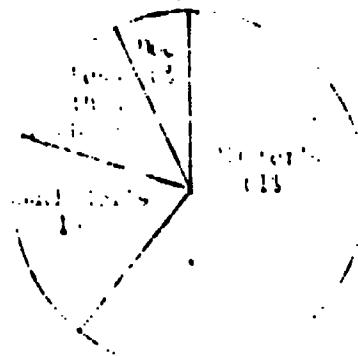
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Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

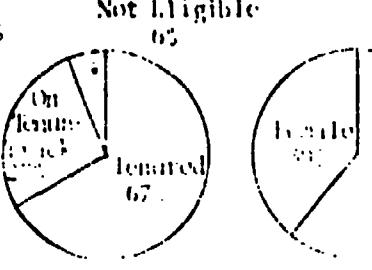
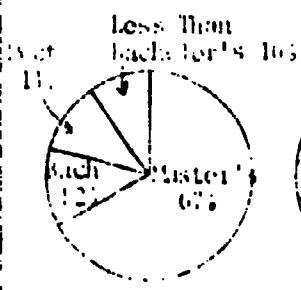
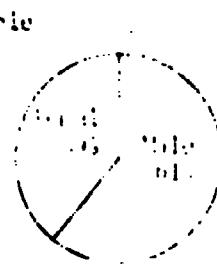
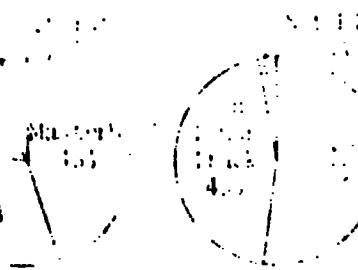
	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	348	100	348	100	356	100	386	100
Sex								
Male	227	65	229	66	225	63	243	63
Female	121	35	119	34	131	37	143	37
Program								
General Education	195	56	191	55	197	55	219	57
Vocational Tech	153	44	157	45	159	45	167	43
Tenure Status								
Tenured	na	143	41	178	50	234	61	
In Tenure Track	na	177	51	147	41	121	31	
Not Eligible	na	28	8	31	9	31	8	
Mean Age	39.6 years		39.0 years		39.5 years		40.8 years	
Highest Degree								
Doctorate	23	7	20	6	21	6	25	6
Master's	190	55	204	59	214	60	236	61
Professional	1	1	1	1	1	1	1	1
Bachelor's	77	22	68	20	71	20	72	19
Less Than Bachelor's	56	16	55	16	49	14	52	13
No Data	1	1	0	0	0	0	0	0
Mean Salary	\$12,913		\$13,226		\$13,439		\$13,757	

Sources: CCRPs 17, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; ISIS Computer Reports, October 31, 1974 update.

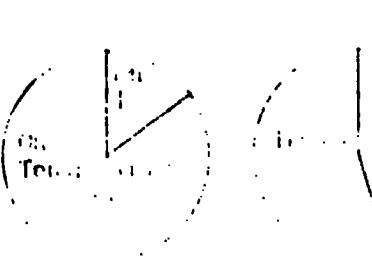
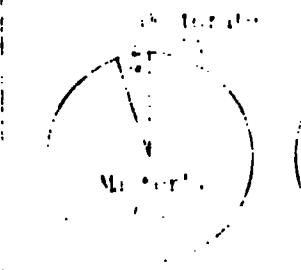
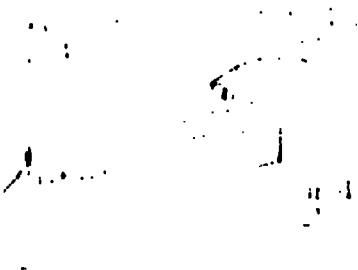
DEPARTMENT OF HIGHER EDUCATION



Honolulu Community College



Kapiolani Community College



Leeward Community College



TABLE VI
PROFILE OF LECTURERS*
COMMUNITY COLLEGES
FALL 1974

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Characteristics	TOTAL ^a No.	TOTAL V%	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	221	(100%)	48	56	24	62	15	16
Sex								
Male	136	(61%)	34	26	15	37	8	6
Female	95	(46%)	14	30	9	25	7	10
Program								
Instruction	217	(98%)	46	56	24	62	13	16
General Ed	148	(67%)	28	38	19	40	7	16
Vocational-Tech	69	(31%)	18	18	5	22	6	0
Public Service**	4	(2%)	2	0	0	0	2	0
Highest Degree								
Doctorate	10	(5%)	2	2	0	6	0	0
Professional	4	(2%)	1	0	3	0	0	0
Master's	107	(48%)	19	33	7	35	3	10
Bachelor's	74	(33%)	19	16	10	14	9	6
Less than Bach	26	(12%)	7	5	4	7	3	0
Mean Salary		\$1,569	\$1,663	\$1,415	\$1,213	\$1,680	\$1,325	\$2,153
Mean Age		35.3 years	35.0 yrs	35.1 yrs	34.1 yrs	36.5 yrs	37.8 yrs	31.4 yrs

*Induplicated count. Numbers understated for each campus and total because they exclude all lecturers whose "home base" may be another campus or unit of the UH system.

**Displaced. These four lecturers are instructing credit classes.

TABLE Ia
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
HONOLULU COMMUNITY COLLEGE
FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL* No. %	Mean Age	AGE DISTRIBUTION						Over 65
			Below 25	25-44	45-50	51-54	55-61	62-65	
TOTAL*	130 (100%)	42.6	1	74	21	17	12	5	0
Tenured*	70 54%	48.7	0	24	16	14	11	5	0
On Tenure Track	28 22%	35.9	0	26	0	2	0	0	0
Not Eligible	32 25%	35.0	1	24	5	1	1	0	0
Institutional Support	4 (100%)	35.0	0	3	0	1	0	0	0
Tenured	1 25%	53.0	0	0	0	1	0	0	0
Not Eligible	3 75%	29.0	0	3	0	0	0	0	0
Academic Support	8 (100%)	46.6	0	3	2	1	2	0	0
Tenured	7 88%	48.9	0	2	2	1	2	0	0
Not Eligible	1 12%	31.0	0	1	0	0	0	0	0
Student Services	10 (100%)	44.2	0	6	1	2	0	1	0
Tenured	7 70%	47.7	0	4	0	2	0	1	0
Not Eligible	3 30%	36.0	0	2	1	0	0	0	0
Instruction	91 (100%)	42.7	1	53	13	10	10	4	0
Tenured*	50 55%	48.6	0	18	12	7	9	4	0
On Tenure Track	28 32%	35.9	0	26	0	2	0	0	0
Not Eligible	13 14%	34.5	1	9	1	1	1	0	0
General Education	41 45%	37.8	1	33	2	3	2	0	0
Tenured	17 19%	43.4	0	12	1	2	2	0	0
On Tenure Track	16 18%	35.2	0	15	0	1	0	0	0
Not Eligible	8 9%	31.0	1	6	1	0	0	0	0
Vocational-Tech	50 55%	46.7	0	20	11	7	8	4	0
Tenured	33 36%	51.3	0	6	11	5	7	4	0
On Tenure Track	12 13%	36.8	0	13	0	1	0	0	0
Not Eligible	5 6%	40.2	0	3	0	1	1	0	0
Public Service	17 (100%)	41.0	0	9	5	3	0	0	0
Tenured	5 29%	50.4	0	0	2	3	0	0	0
Not Eligible	12 71%	37.1	0	9	3	0	0	0	0

*Total excludes 5 instructors on leave, 4 of whom are tenured.

Source: FSIS Report 2530, October 31, 1974.

TABLE IIa
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
HONOLULU COMMUNITY COLLEGE
FALL 1971 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	81	100	75	100	83	100	91	100
Sex								
Male	66	81	61	81	63	76	70	77
Female	15	19	14	19	20	24	21	23
Program								
General Education	34	42	29	39	39	47	41	45
Vocational Tech	47	58	46	61	44	53	50	55
Tenure Status								
Tenured	na	39	52	45	54	50	55	
On Tenure Track	na	31	41	28	34	28	31	
Not Eligible	na	5	7	10	12	13	14	
Mean Age	44.3 years		43.9 years		42.7 years		42.7 years	
Highest Degree								
Doctorate	2	2	2	3	3	4	4	4
Master's	33	41	29	39	36	43	40	44
Bachelor's	14	17	14	19	18	22	20	22
Less Than Bachelor's	32	40	30	40	26	31	27	30
Mean Salary	\$13,371		\$13,456		\$13,002		\$13,276	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE Ib
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
 FULL-TIME PROFESSIONAL STAFF
 KAPIOLANI COMMUNITY COLLEGE
 FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category Tenure Status	TOTAL* No. %	Mean Age	AGE DISTRIBUTION					
			Below 25	25-44	45-50	51-54	55-61	62-65
TOTAL*	101 (100%)	43.0	0	56	19	13	12	0
Tenured	63 62%	45.1	0	30	15	9	9	0
On Tenure Track	25 25%	40.2	0	16	3	4	2	0
Not Eligible	13 13%	38.8	0	10	1	0	1	0
Institutional Support	5 (100%)	38.4	0	4	1	0	0	0
Tenured	2 40%	43.0	0	1	1	0	0	0
Not Eligible	3 60%	35.3	0	3	0	0	0	0
Academic Support	6 (100%)	40.7	0	5	0	0	1	0
Tenured	3 50%	44.3	0	2	0	0	1	0
On Tenure Track	1 17%	38.0	0	1	0	0	0	0
Not Eligible	2 33%	36.5	0	2	0	0	0	0
Student Services	8 (100%)	40.8	0	4	3	1	0	0
Tenured	4 50%	47.5	0	1	2	1	0	0
On Tenure Track	3 38%	30.3	0	3	0	0	0	0
Not Eligible	1 13%	45.0	0	0	1	0	0	0
Instruction	82 (100%)	43.7	0	43	15	12	11	0
Tenured	54 66%	45.0	0	26	12	8	8	0
On Tenure Track	21 26%	41.7	0	12	3	4	2	0
Not Eligible	7 9%	40.0	0	5	0	0	1	1
General Education	32 39%	44.1	0	16	6	5	5	0
Tenured	21 26%	45.4	0	10	4	3	4	0
On Tenure Track	10 12%	39.7	0	6	2	2	0	0
Not Eligible	1 1%	59.0	0	0	0	0	1	0
Vocational-Tech	50 61%	43.5	0	27	9	7	6	0
Tenured	33 40%	44.7	0	16	8	5	4	0
On Tenure Track	11 13%	43.5	0	6	1	2	2	0
Not Eligible	6 7%	36.8	0	5	0	0	0	1

*Total excludes 1 instructor on LMP. He is not tenured.

Source: PSIS Report 2530, October 31, 1974.

TABLE IIb
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
KAPIOLANI COMMUNITY COLLEGE
FALL 1971 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	76	100	78	100	79	100	82	100
Sex								
Male	39	51	37	47	38	48	41	50
Female	37	49	41	53	41	52	41	50
Program								
General Education	28	37	27	35	28	35	32	39
Vocational Tech	48	63	51	65	51	65	50	61
Tenure Status								
Tenured	na		45	58	46	58	54	66
On Tenure Track	na		24	31	21	27	21	26
Not Eligible	na		9	12	12	15	7	9
Mean Age	42.1 years		42.3 years		42.6 years		43.7 years	
Highest Degree								
Doctorate	3	4	3	4	2	3	2	2
Master's	44	58	47	60	53	67	57	70
Professional	1	1	1	1	1	1	1	1
Bachelor's	20	26	20	26	19	25	16	20
Less Than Bachelor's	8	11	7	9	4	5	6	7
Mean Salary	\$13,921		\$14,591		\$14,651		\$15,254	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE 1c
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
 FULL-TIME PROFESSIONAL STAFF
 KAUAI COMMUNITY COLLEGE
 FALL 1974

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Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL*		Mean Age	AGE DISTRIBUTION						
	No.	%		Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
TOTAL*	45	(100%)	38.3	3	28	8	3	3	0	0
Tenured*	21	47%	43.8	0	10	6	3	2	0	0
On Tenure Track	18	40%	31.9	3	13	2	0	0	0	0
Not Eligible	6	13%	38.2	0	5	0	0	1	0	0
Institutional Support	3	(100%)	46.0	0	1	1	0	1	0	0
Tenured	2	67%	52.0	0	0	1	0	1	0	0
Not Eligible	1	33%	34.0	0	1	0	0	0	0	0
Academic Support	6	(100%)	44.3	0	4	0	1	1	0	0
Tenured	2	33%	48.0	0	1	0	1	0	0	0
On Tenure Track	2	33%	35.5	0	2	0	0	0	0	0
Not Eligible	2	33%	49.5	0	1	0	0	1	0	0
Student Services	5	(100%)	31.4	1	4	0	0	0	0	0
Tenured	1	20%	43.0	0	1	0	0	0	0	0
On Tenure Track	2	40%	25.0	1	1	0	0	0	0	0
Not Eligible	2	40%	32.0	0	2	0	0	0	0	0
Instruction	31	(100%)	37.5	2	19	7	2	1	0	0
Tenured*	16	52%	42.3	0	8	5	2	1	0	0
On Tenure Track	14	45%	32.4	2	10	2	0	0	0	0
Not Eligible	1	3%	32.0	0	1	0	0	0	0	0
General Education	15	48%	35.4	0	13	2	0	0	0	0
Tenured	7	23%	36.9	0	6	1	0	0	0	0
On Tenure Track	7	23%	34.4	0	6	1	0	0	0	0
Not Eligible	1	3%	32.0	0	1	0	0	0	0	0
Vocational-Tech	16	52%	39.4	2	6	5	2	1	0	0
Tenured	9	29%	46.4	0	2	4	2	1	0	0
On Tenure Track	7	24%	30.4	2	4	1	0	0	0	0

*Total excludes 1 instructor with tenure on sabbatical leave.

Source: ISIS Report 1530, October 31, 1974.

TABLE IIC
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
KAUAI COMMUNITY COLLEGE
FALL 1971 - FALL 1974

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Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	24	100	24	100	26	100	31	100
Sex								
Male	18	75	20	83	19	73	19	61
Female	6	25	4	17	7	27	12	39
Program								
General Education	13	54	12	50	13	50	15	48
Vocational Tech	11	46	12	50	13	50	16	52
Tenure Status								
Tenured	na		11	46	10	38	16	52
On Tenure Track	na		11	46	15	58	14	45
Not Eligible	na		2	8	1	4	1	3
Mean Age	34.3 years		36.4 years		37.0 years		37.5 years	
Highest Degree								
Doctorate	1	4	0	0	1	4	3	10
Master's	8	33	12	50	15	58	14	45
Bachelor's	12	50	8	33	6	23	10	32
Less Than Bachelor's	3	13	4	17	4	15	4	13
Mean Salary	\$12,051		\$13,165		\$13,148		\$13,299	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE 1d
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
LEeward COMMUNITY COLLEGE
FALL, 1974

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Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL* No. (%)	Mean Age	AGE DISTRIBUTION						
			Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
TOTAL*	150 (100%)	39.7	1	105	25	12	5	2	0
Tenured*	97 65%	40.1	0	71	14	7	4	1	0
On Tenure Track	33 22%	38.8	0	22	7	4	0	0	0
Not Eligible	20 13%	39.0	1	12	4	1	1	1	0
Institutional Support	5 (100%)	43.8	0	2	2	1	0	0	0
Tenured	1 20%	49.0	0	0	1	0	0	0	0
Not Eligible	4 80%	42.5	0	2	1	1	0	0	0
Academic Support	9 (100%)	40.0	0	6	2	1	0	0	0
Tenured	6 67%	41.3	0	4	1	1	0	0	0
Not Eligible	3 33%	37.3	0	2	1	0	0	0	0
Student Services	17 (100%)	37.5	0	13	4	0	0	0	0
Tenured	13 76%	39.0	0	9	4	0	0	0	0
On Tenure Track	2 12%	33.5	0	2	0	0	0	0	0
Not Eligible	2 12%	32.0	0	2	0	0	0	0	0
Instruction	115 (100%)	39.7	1	82	16	10	4	2	0
Tenured*	77 67%	40.0	0	58	8	6	4	1	0
On Tenure Track	31 27%	39.2	0	20	7	4	0	0	0
Not Eligible	7 6%	37.7	1	4	1	0	0	1	0
General Education	88 77%	38.6	0	70	8	5	3	2	0
Tenured*	63 55%	39.3	0	50	6	3	3	1	0
On Tenure Track	22 19%	35.4	0	18	2	2	0	0	0
Not Eligible	3 3%	47.0	0	2	0	0	0	1	0
Vocational Tech	27 23%	43.1	1	12	8	5	1	0	0
Tenured*	14 52%	44.7	0	8	2	3	1	0	0
On Tenure Track	9 33%	46.0	0	2	5	2	0	0	0
Not Eligible	4 15%	39.8	1	2	1	0	0	0	0
Public Service, Not Eligible	4 (100%)	42.8	0	2	1	0	1	0	0

*Total excludes 3 instructors on leave, 7 of whom are tenured.

Source: FSS Report 2530, October 31, 1974.

TABLE IIId
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
LEEWARD COMMUNITY COLLEGE
FALL 1971 - FALL 1974

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Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	119	100	118	100	113	100	115	100
Sex								
Male	69	58	73	62	69	61	70	61
Female	50	42	45	38	44	39	45	39
Program								
General Education	93	78	92	78	85	75	88	77
Vocational Tech	26	22	26	22	28	25	27	23
Tenure Status								
Tenured	na	23	19	50	44	77	67	
On Tenure Track	na	84	71	58	51	31	27	
Not Eligible	na	11	9	5	4	7	6	
Mean Age	36.6 years		39.4 years		39.3 years		39.7 years	
Highest Degree								
Doctorate	15	13	11	9	13	12	13	11
Master's	78	66	84	71	74	65	77	67
Bachelor's	18	15	15	13	17	15	14	12
Less Than Bachelor's	8	7	8	7	9	8	11	10
Mean Salary	\$11,974		\$12,249		\$12,869		\$13,266	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

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TABLE II
GENERAL PAYMENT CHARACTERISTICS

MAIL CONTRACT GROUP
 FML 1 - F - FML 1974

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The following table presents data relating to the total cost of the pay of the parts.

Category	Total Pay		Type Pay		Pay Types		Pay Total	
	No.	Y%	No.	Y%	No.	Y%	No.	Y%
Total	48	100	43	100	43	100	47	100
Age								
18-24	35	73	30	70	32	74	34	72
25-34	13	27	11	24	11	26	13	28
35-44								
45-54	27	56	24	53	21	49	25	53
55-64	21	44	21	47	22	51	22	47
65 and over								
Experience								
0-10	na		23	52	26	60	34	72
11-20	na		21	47	15	35	10	21
21-30	na		4	9	2	5	3	6
Marital Status								
Married	37	100	30.0	100	40.8	100	39.8	100
Family Size								
1	2	4	3	7	2	5	2	4
2	27	56	25	56	24	56	29	62
3	13	27	11	24	11	26	12	26
4	7	15	6	13	6	11	4	9
5+	1	2	0	0	0	0	0	0
Total Pay								
Total Pay	113,044		113,536		114,164		114,193	

The following table presents data relating to the total cost of professional staff, including the cost of the professional staff, salary, and benefits, as of April 30, 1974 update.

TABLE 14
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
WINDWARD COMMUNITY COLLEGE
FALL 1974

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DEPARTMENT/ACTIVITY	TOTAL	Mean Age	AGE DISTRIBUTION								
			Below 25	25-44	45-59	50-54	55-61	62-65	Over 65		
Tenured	28	41.7	35.8	0	24	1	3	0	0	0	0
On tenure track	5	42.6	38.2	0	4	0	1	0	0	0	0
Not eligible	19	39.7	35.9	0	17	1	1	0	0	0	0
On tenure track	4	41.5	41.3	0	3	0	1	0	0	0	0
Instructional Support	3	41.0	44.0	0	1	0	1	0	0	0	0
Acad. Support	1	43.7	36.0	0	0	0	1	0	0	0	0
Acad. Support	2	42.8	35.8	0	2	3	0	0	0	0	0
Tenured	3	41.8	43.0	0	2	0	1	0	0	0	0
On tenure track	1	43.6	42.0	0	1	0	0	0	0	0	0
Not eligible	2	42.9	43.9	0	1	0	1	0	0	0	0
Student Services	2	41.0	31.5	0	2	0	0	0	0	0	0
Tenured	1	41.7	36.0	0	1	0	0	0	0	0	0
On tenure track	1	43.6	37.0	0	1	0	0	0	0	0	0
Instruction	20	41.1	33.8	0	18	1	1	0	0	0	0
Tenured	3	41.7	33.7	0	3	0	0	0	0	0	0
On tenure track	17	41.7	33.9	0	25	1	1	0	0	0	0
General Education	18	39.8	33.5	0	17	1	0	0	0	0	0
Tenured	3	34.8	33.7	0	3	0	0	0	0	0	0
On tenure track	15	36.3	32.0	0	14	1	0	0	0	0	0
Voc-Prof: On tenure track	2	41.3	41.5	0	1	0	1	0	0	0	0

EDUCATIONAL REPORT 1974, October 31, 1974.

TABLE IIF
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL TIME INSTRUCTORS
WINDWARD COMMUNITY COLLEGE
FALL 1972 - FALL 1974

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Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	FALL 1972		FALL 1973		FALL 1974	
	No.	V%	No.	V%	No.	V%
TOTAL	8	100	12	100	20	100
Sex						
Male	4	50	4	33	9	45
Female	4	50	8	67	11	55
Program						
General Education	7	88	11	92	18	90
Vocational Tech	1	13	1	8	2	10
Tenure Status						
Tenured	2	25	1	8	3	15
On Tenure Track	6	75	10	83	17	85
Not Eligible	0	0	1	8	0	0
Mean Age	32.7 years		31.6 years		33.8 years	
Highest Degree						
Doctorate	1	13	0	0	1	5
Master's	7	88	12	100	19	95
Mean Salary	\$12,405		\$11,864		\$12,311	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYMENT AGENCY GROUPINGS)
FALL 1974

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I. Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance, Admissions and Records
II. Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III. Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support
IV. Public Service:	Apprentice, Community Service, Extension
V. Instruction:	
A. General Education:	Division Chairmen/Coordinators
Humanities:	Art, Asian/Pacific Languages, Drama, English, English as a Second Language, European Languages, Grammar, History, Humanities, Journalism, Music, Philosophy, Religion, Speech-Communication
Natural Science:	Biological Science, Chemistry, Science, Mathematics, Oceanography, Physical Science
Social Science:	Anthropology, Economics, Ethnic Studies, Geography, Guidance, Orientation, Political Science, Psychology, Social Science, Sociology
Other:	Inter-Disciplinary Studies, Physical Education, Special Studies
B. Vocational Education:	Division Chairmen/Coordinators
Business:	Accounting, Data Processing, General Business, Sales & Management, Secretarial and Related
Education:	Industrial Education, Recreational Instructor Program
Food Service:	Food Service
Health Service:	Dental Assistant, Health Foundations, Medical Assisting, Medical Records Technician, Nursing, Occupational Ther, Radiologic Technician, Respiration therapy
Public Service:	Fire Science, Human Services, Library-Technology, Police Science
Technology:	Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Engineering Technology, Industrial Technology, Machine Shop, Maintenance Technology, Marine Technology, Refrigeration & Air Conditioning, Sheet Metal and Plastics, Welding, Aviation Technology

APPENDIX B
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE & TENURE STATUS
COMMUNITY COLLEGES
FALL 1974

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College	Type of Leave			
	Sabbatical No.	Leave w/out Pay No. Tenured	Leave w/out Pay No.	Leave w/out Pay No. Tenured
TOTAL	15	15	4	1
Honolulu	3	3	2	1
Kapiolani	0	0	1	0
Kauai	1	1	0	0
Leeward	7	7	1	0
Maui	4	4	0	0
Windward	0	0	0	0

Source: FSIS Computer Report 2535, Fall 1974.

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